

DISTRIBUTION FOR AFSC 2E1X2 OSR

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AFOMS/OMDQ	1			
AFOMS/OMYXL	10		5	10
AL/HRMM	2			
AL/HRTE	1		1	
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ ACC/DPTTF	3		3	
HQ AETC/DPAEE	3		3	
HQ AFMC/DPUE	3		3	
HQ AFPC/DPMRAD1	1			
HQ AFPC/DPPAPC	1			
HQ AMC/DPAET	1			
HQ PACAF/DPAET	3		3	
HQ USAF/LGMM	1		1	
HQ USAFE/DPATTJ	3		3	
HQ USMC/STANDARDS BRANCH	1			
NAVMAC	1			
81 TRG/CCVT (825 HERCULES STREET, STE 101, KEESLER AFB MS 39534-2037)	1		1	
333 TRS/Q FLIGHT	1		1	
338 TRS/TTKRRT (809 HERCULES STREET, ROOM 217, KEESLER AFB MS 39534-2032)	3	1	3	3

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	vi
SUMMARY OF RESULTS	viii
INTRODUCTION	1
Background.....	1
SURVEY METHODOLOGY	2
Inventory Development.....	2
Survey Administration	2
Survey Sample.....	3
Task Factor Administration.....	4
SPECIALTY JOBS (Career Ladder Structure).....	5
Overview of Specialty Jobs	5
Group Descriptions.....	7
Comparisons of Current Jobs to Previous Survey Findings.....	12
ANALYSIS OF DAFSC GROUPS	17
Skill-Level Descriptions.....	17
Summary.....	18
ANALYSIS OF AFMAN 36-2108 SPECIALTY DESCRIPTIONS	26
TRAINING ANALYSIS	26
First-Enlistment Personnel	26
Training Emphasis (TE) and Task Difficulty (TD) Data	34
Specialty Training Standard (STS).....	37
Plan of Instruction (POI)	37
JOB SATISFACTION ANALYSIS	42
IMPLICATIONS.....	47

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TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE</u> <u>NUMBER</u>
TABLE 1 COMMAND DISTRIBUTION OF 2E1X2 PERSONNEL	3
TABLE 2 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE	4
TABLE 3 RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS	12
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	13-14
TABLE 5 COMPARISON OF JOB GROUPS IN CURRENT STUDY VERSUS 1989 STUDY	15-16
TABLE 6 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING).....	19
TABLE 7 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS.....	20
TABLE 8 REPRESENTATIVE TASKS PERFORMED BY 2E132 PERSONNEL.....	21
TABLE 9 REPRESENTATIVE TASKS PERFORMED BY 2E152 PERSONNEL.....	22
TABLE 10 TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSCs 2E132 AND PERSONNEL (PERCENT MEMBERS PERFORMING).....	23
TABLE 11 REPRESENTATIVE TASKS PERFORMED BY 2E172 PERSONNEL.....	24
TABLE 12 TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSCs 2E152 AND 2E152 PERSONNEL (PERCENT MEMBERS PERFORMING).....	25
TABLE 13 RELATIVE PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL	29
TABLE 14 REPRESENTATIVE TASKS PERFORMED BY 2E1X2 FIRST-ENLISTMENT PERSONNEL	30
TABLE 15 TEST EQUIPMENT USED BY 30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL	31
TABLE 16 WEATHER EQUIPMENT PERFORMED MAINTENANCE ON BY 30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL	32
TABLE 17 NAVIGATION EQUIPMENT PERFORMED MAINTENANCE ON BY 30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL	32
TABLE 18 FORMS USED BY 30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL.....	33

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	PAGE NUMBER
TABLE 19 TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE).....	35
TABLE 20 TASKS RATED HIGHEST IN TASK DIFFICULTY.....	36
TABLE 21 EXAMPLES OF STS ELEMENTS NOT SUPPORTED BY SURVEY DATA (LESS THAN 20 PERCENT MEMBERS PERFORMING).....	38
TABLE 22 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE GROUP MEMBERS AND NOT REFERENCED TO THE STS.....	39
TABLE 23 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING).....	40
TABLE 24 COMPARISON OF CURRENT SURVEY AND 1989 TAFMS GROUPS (PERCENT MEMBERS RESPONDING).....	41
TABLE 25 COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	43
TABLE 26 COMPARISON OF CURRENT SURVEY AND 1989 TAFMS GROUPS (PERCENT MEMBERS RESPONDING).....	44
TABLE 27 COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	45-46
 FIGURE 1 AFSC 2E1X2 CAREER LADDER JOBS (N=552).....	 6
FIGURE 2 FIRST-ENLISTMENT PERSONNEL JOBS (N=96).....	28
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS.....	48

PREFACE

This report presents the results of an Air Force Occupational Survey of the Meteorological and Navigation Systems career ladder, Air Force Specialty Code 2E1X2. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by Captain Shannon M. Karpel, Inventory Development Specialist, with computer programming support furnished by Mr. Wayne Fruge. Mr. Richard G. Ramos provided administrative support. 2Lt Scott M. Foley, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Mr. James B. Keeth, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449 (DSN 487-6623).

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SUMMARY OF RESULTS

1. Survey Coverage: The Meteorological and Navigation (MET/NAV) Systems career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training. Survey results are based on responses from 552 respondents, accounting for 68 percent of the total assigned population.
2. Specialty Jobs: Eight jobs were identified in the career ladder structure analysis. Four of the jobs are almost totally oriented toward technical task performance. The remaining four jobs are primarily supervisory and management in nature.
3. Career Ladder Progression: Skill-level progression for members of this AFSC is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks involving maintenance of a wide variety of meteorological and navigation equipment. At the 5-skill level, personnel are still heavily involved with MET/NAV equipment maintenance, but begin to become involved with quality control and workcenter supervision. Seven-skill level personnel reflect a shift toward supervisory and management work, although 41 percent are still involved with technical maintenance tasks.
4. AFMAN 36-2108 Specialty Description: The 3- and 5-skill level Specialty Descriptions in AFMAN 36-2108 provide a broad and generally accurate description of the technical job of meteorological and navigation systems repair and maintenance functions. However, very little mention is made of the Quality Control job performed by 5-skill level personnel. The 7-skill level description accurately reflects the added supervisory, directing, and inspection functions at that level, as well as the continued performance of technical functions.
5. Training Analysis: Overall, the 2E1X2 Specialty Training Standard (STS), dated 1 April 1995, was generally supported by the Occupational Survey Report (OSR) data. Subject-matter experts, however, should carefully review the STS for possible fine-tuning of content and proficiency codes, since this is a very diverse career ladder and personnel work on many different systems and pieces of equipment. Plans of Instruction (POI) for the 2E1X2 ABR course are generally supported by survey data, but contains some criterion objectives requiring review due to low percentages of first-term airmen performing tasks being trained.
6. Job Satisfaction: In general, job satisfaction among AFSC 2E1X2 personnel is fairly high; however, there was a considerable decrease in the overall job satisfaction after this career ladder was merged in October 1990. Personnel working in the Mobility job have the overall lowest job satisfaction of any jobs identified.
7. Implications: The current AFSC 2E1X2 career ladder structure reflects a great deal of diversity within the career ladder. Most of this is the result of the wide variety of meteorological and navigation equipment being maintained by career ladder incumbents. Four jobs were identified which involved equipment maintenance. The other four jobs identified were mainly support in nature. Overall job progression is normal. AFMAN 36-2108 *Specialty Descriptions*

broadly describe the maintenance jobs and tasks being performed, but do not cover many of the support jobs and tasks. Job satisfaction is fairly high among career ladder incumbents. Both the STS and the POI are generally supported by OSR data, but should be given a thorough review due to the wide diversity of equipment involved.

**OCCUPATIONAL SURVEY REPORT (OSR)
METEOROLOGICAL AND NAVIGATION SYSTEMS CAREER LADDER
(AFSC 2E1X2)**

INTRODUCTION

This is a report of an occupational survey of the Meteorological and Navigation (MET/NAV) Systems career ladder completed by the Air Force Occupational Measurement Squadron (AFOMS). These data will be used to evaluate the AFMAN 36-2108 *Specialty Description* and training documents. This is the first survey of the newly merged AFSC 2E1X2. The last survey, published in February 1989, was conducted prior to the actual merger of the Weather Equipment (AFSC 302X0) and the Navigation Aids Equipment (AFSC 304X1) career ladders in October 1990.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated 31 October 1994, AFSC 2E1X2 members install, relocate, modify, and maintain meteorological and navigation systems, and accomplish flight inspection technicians duties. They assemble, connect, and wire components, assemblies, and antenna systems, perform operational tests, and adjust and align equipment. They also deploy and activate transportable MET/NAV systems. In addition, they maintain meteorological and navigations systems. They use specialized test equipment and software controlled diagnostics to isolate malfunctions; repair mechanical and electrical assemblies and subassemblies; tune, align, and adjust equipment; and complete performance tests and evaluate results to ensure proper system operation. Furthermore, they complete and review maintenance data collection and equipment status reporting forms.

Entry into the career ladder currently requires an Armed Services Vocational Aptitude Battery score of Electronic 67. The basic resident training course for this career ladder is located at Keesler AFB in Biloxi, MS. Airmen entering this career ladder must first complete the Electronic Principles course and then enter the basic Apprentice Meteorological and Navigation System Specialist course, which is 155 days in length. Students of this course are taught operation, tuning, adjustment, calibrations, alignment, troubleshooting, inspection, and organization maintenance and repair of instrument landing systems (ILS), VHF omnirange (VOR) systems, tactical air navigation (TACAN) systems, and weather equipment (such as cloud height, visibility, temperature-humidity, wind, and pressure sensing).

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Air Force Personnel Test 90-2E1-031, dated October 1994. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 21 subject-matter experts (SMEs) at the technical training location and at the following installations:

BASE	REASON FOR VISIT
Keesler AFB MS	Resident technical training location
Tinker AFB OK	Mobility
Eglin AFB FL	AFMC, three runways to maintain, AN/FMQ-12
Randolph AFB TX	Dual Instrument Landing System (ILS)

The resulting JI contains a comprehensive listing of 1,255 tasks grouped under 23 duty headings and a background section requesting such information as grade, duty title, organizational level, test equipment used, weather equipment performed maintenance on, navigation aid equipment performed maintenance on, and work area.

Survey Administration

From May through July 1995, Survey Control Monitors at base training units worldwide administered the inventory to eligible AFSC 2E1X2 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOM) and military paygrade groups. All eligible AFSC 2E1X2 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2E1X2 personnel as of March 1995. The 552 respondents in the final sample represent 68 percent of the total assigned personnel and 81 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these personnel. The survey sample is considered to be a satisfactory representation of the career ladder population.

TABLE 1

COMMAND DISTRIBUTION OF 2E1X2 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AMC	12	13
ACC	30	31
AETC	15	15
AFMC	17	15
PACAF	9	11
USAFE	10	7
OTHER	7	8

TOTAL ASSIGNED* = 813

TOTAL SURVEYED** = 685

TOTAL IN SURVEY SAMPLE = 552

PERCENT OF ASSIGNED IN SAMPLE = 68%

PERCENT OF SURVEYED IN SAMPLE = 81%

* Assigned strength as of March 1995

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	10	11
E-4	32	30
E-5	31	28
E-6	15	17
E-7	11	14

* Assigned strength as of March 1995

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2E1X2 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 47 senior AFSC NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel, and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. Interrater agreement for these 47 raters was acceptable. The average TE rating was 1.73, with a standard deviation of 1.48. Any task with a TE rating of 3.21 or above is considered to have high TE.

TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 49 senior NCOs who completed TD booklets were asked to rate the difficulty of each tasks using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS (Career Ladder Structure)

Each USAF occupational analysis begins with an examination of the career ladder structure. The structure of jobs within the Meteorological and Navigation Systems career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a *job*. For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups, or new groups are formed based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

Overview of Specialty Jobs

The analysis procedure described above identified eight jobs within the survey sample. The division of jobs performed by DAFSC 2E1X2 personnel is illustrated in Figure 1, and a listing of those jobs is provided below. The group (GP) or stage (ST) number shown beside each title is a reference to computer-printed information; the number of personnel in each group or stage (N) is also shown.

AFSC 2E1X2 CAREER LADDER JOBS
(N = 552)

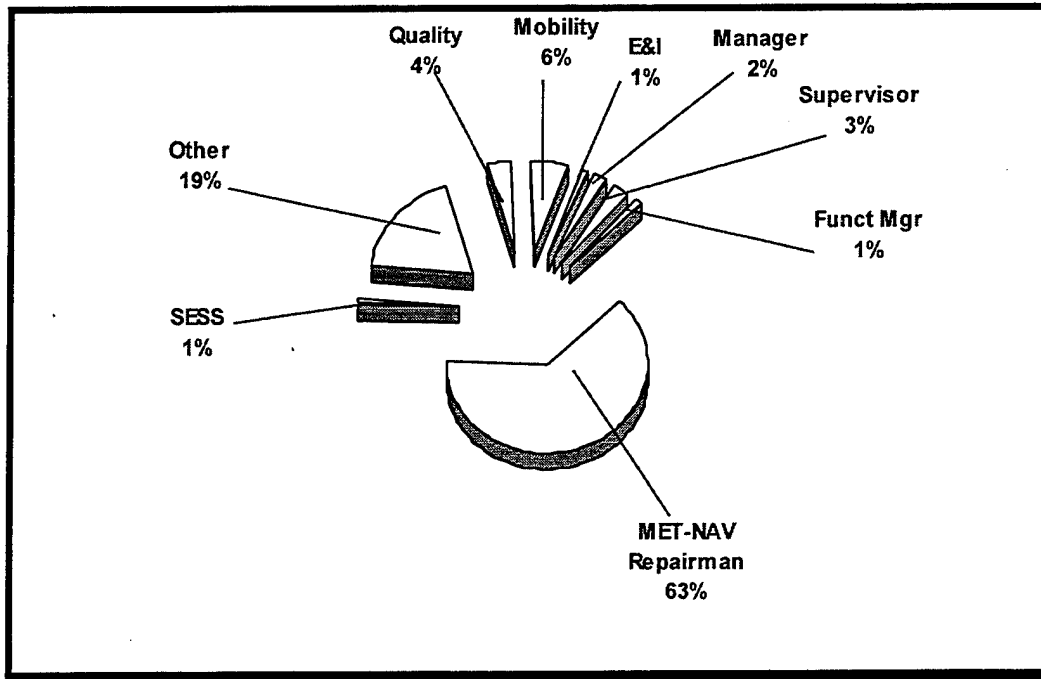


FIGURE 1

- I. MET/NAV REPAIRMAN (ST0038, N=349)
- II. MOBILITY (ST0069, N=35)
- III. ENGINEERING AND INSTALLATION (ST0097, N=8)
- IV. SOLAR ENVIRONMENTAL SUPPORT SYSTEMS (SESS) (ST0046, N=6)
- V. QUALITY CONTROL (ST0082, N=23)
- VI. WORKCENTER SUPERVISOR (ST0086, N=18)
- VII. WORKCENTER MANAGER (ST0104, N=11)
- VIII. FUNCTIONAL MANAGER (ST0076, N=5)

The respondents forming these jobs account for 81 percent of the survey sample. The remaining 19 percent, for one reason or another, did not accurately fall into one of these jobs. Examples of job titles for these people include job controller and central repair technician.

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. MET/NAV REPAIRMAN (ST0038). The 349 airmen forming this group (63 percent of the survey sample and the largest job identified) are responsible for the core work of the career ladder. Their responsibilities include the performance of various inspections, operating and maintaining meteorological and navigation systems, removing and replacing bulbs, measuring direct current (DC) voltages, and isolating malfunctions in various MET/NAV systems. The job is highly technical, with 96 percent of their relative job time devoted to the performance of maintenance functions. Typical of the average 282 tasks performed are:

- inspect equipment for corrosion
- operate portable ILS receivers
- align FMQ-8 sensor bias
- complete FMQ-8 performance tests
- perform PMIs of AN/FRN-45 TACAN systems
- operate AN/FRN-45 input/output terminals
- measure AN/GRN-29 localizer clearance transmitter power outputs
- install dummy loads
- complete IP1456 performance tests
- test bail-out alarm systems

The majority of these airmen (61 percent) hold a 5-skill level DAFSC, while 23 percent have a 3-skill level DAFSC. The average time in the career field is just over 7 years. The paygrades range from E-2 to E-5, with E-4 and E-5 being the predominant paygrades. Furthermore, 78 percent of these members report they are assigned to units within the United States.

II. MOBILITY (ST0069). Comprising 6 percent of the survey sample, these 35 airmen are similar to the group discussed above, with responsibilities for maintaining much of the same equipment. They perform many tasks in common with the previous group and the time

spent on those tasks is also very comparable (see Table 3). The basic difference between the two is that the personnel forming this group also perform a series of tasks peculiar to mobility (note Duty W in Table 3). Distinctive tasks performed include:

- pack or unpack tactical equipment
- perform pallet buildups
- load or unload equipment on aircraft mobilizers, pallets, or vehicles
- set-up or tear down tents
- install or remove camouflage netting
- set-up or tear down site lighting fixtures
- set-up or tear down mobile TACAN systems
- set-up or tear down tent heaters

As with the MET/NAV Repairman cluster, the predominant paygrades in this mobility job are E-4 and E-5s. Their average time in service is 8 1/2 years. This group reports performing an average of 170 tasks, most of them technical in nature (see Table A2 in Appendix A).

III. ENGINEERING AND INSTALLATION (ST0097). The eight members (1 percent of the survey sample) forming this group are differentiated from the overall sample because of their performance of tasks pertaining to a large number of installation tasks, with very little troubleshooting or repair work being accomplished. The job entails dispatching personnel in a team to perform the initial set-up of meteorological and navigation systems. Once installed, standard maintenance and repair functions are handled by personnel in the core MET/NAV Repairman Cluster described above. Typical job titles in this job are Team Member or Team Chief. Commonly performed tasks include:

- assemble electrical junction boxes
- lace or tie-wrap wiring assemblies
- inventory equipment, supplies, or tools
- measure AC voltages
- measure DC voltages
- install or remove lighting protection
- interpret plans, diagrams, or schematics
- conduct postinstallation tests
- perform installation inspections
- install or remove electrical grounding systems
- fabricate electrical cables
- maintain tool kits
- fabricate conduits

Personnel in this job are somewhat more experienced than those found in the first two jobs discussed. Their average time in service is 145 months (vs. 105 and 102, respectfully). Eighty-eight percent hold either a 5- or 7-skill level DAFSC. Only 25 percent are in their first enlistment.

IV. SOLAR ENVIRONMENTAL SUPPORT SYSTEM (SESS) (ST0046). As has been the case with the previously described jobs, the six airmen forming this group perform a broad range of tasks common to the core MET/NAV Repairman Cluster, but differ in regard to maintaining solar optical/radio observing equipment. Typical tasks which characterize this job include:

- perform operational checks of FMQ-7
- maintain test measurement diagnostic equipment (TMDE)
- perform corrosion control procedures
- align FMQ-7 television (TV) systems
- performance check FMQ-7 bar-dot generators and insert keyers
- service FRR-95 versatec plotters
- performance check FMQ-7 beam selectors or lens interchange
- perform operational checks of FMQ-7 TV manual switchers
- isolate malfunctions in FMQ-7 system units or major subassemblies
- analyze system circuit operations

The members in this group are predominantly E-5s, and have an average of 13 years time in service. Sixty-seven percent of these members are assigned within the CONUS. Only 17 percent of these members are supervising subordinates. None are in their first enlistment. These members perform an average of 116 tasks.

V. QUALITY CONTROL (ST0082). The 23 members of this group are distinguished from the previously described groups due to their performance of tasks pertaining to Air Force quality control programs and inspections. Forty-one percent of their job time is spent in Duty C, Inspecting and Evaluating (See Table 3). They perform an average of only 65 tasks (third smallest average of all the groups identified). Tasks displaying both the common core responsibilities and the unique functions for the group include:

- inspect equipment or facilities
- implement quality control programs
- write special reports, staff studies, or surveys, other than material deficiency reports
- conduct acceptance inspections
- conduct staff assistance visits
- conduct work center quality control inspections

- inspect equipment for corrosion
- evaluate performance of MET/NAV equipment
- develop inspection schedules
- evaluate personnel proficiency evaluations
- conduct technical inspections

Predominant paygrade of these members is E-5 (65 percent), with only 8 percent being in their first enlistment. Eighty-seven percent are serving within the CONUS. The average time in service is 12 years.

VI. WORKCENTER SUPERVISOR (ST0086). The 18 members of this group are responsible for most of the work area or work center supervision tasks. These individuals are essentially first-line supervisors who both supervise and perform technical duties. They perform an average of 112 tasks. This group differentiates themselves from other supervisory jobs due to their high average number of tasks performed. Tasks displaying both the common core responsibilities and the unique functions for the group include:

- participate in meetings
- write EPRs
- review supply transactions
- supervise meteorological and navigation systems apprentices (AFSC 2E132)
- maintain CAMs workcenter listings
- review correspondence
- supervise meteorological and navigation systems journeymen (AFSC 2E152)
- direct maintenance of equipment and facilities
- counsel personnel on personal or military-related matters
- evaluate performance of meteorological and navigation systems
- establish work priorities or schedules

In this specialty job, the predominant paygrades of group members are E-6 and E-7. Their total time in service is 16 years, with 83 percent stating they are serving stateside.

VII. WORKCENTER MANAGER (ST0104). Unlike Workcenter Supervisors (Group VI above), these members concentrate most of their job time on supervisory and managerial duties. Very little of their job time is spent on technical tasks. This trend can be seen in the average number of tasks performed (44 vs. 112 for Workcenter Supervisors). Commonly performed tasks include:

- draft budget requirements
- plan briefings
- evaluate fund expenditures
- supervise military personnel with AFSCs other than 2E1X2
- evaluate financial requirements
- plan agenda for conferences, staff meetings, symposiums, or workshops
- indorse enlisted performance reports (EPRs)
- counsel trainees on training progress
- plan briefings
- participate in meetings, such as staff meetings, briefings, conferences, or workshops
- evaluate job or position descriptions
- evaluate use of equipment, supplies, or workspace
- write job or position descriptions

Most of these members are located within the United States (93 percent) while having an average of 18 years time in service. The predominant paygrade is E-7.

VIII. FUNCTIONAL MANAGER (ST0076). The five members forming this group (1 percent of the total sample) are distinguished from the other jobs because of their performance of tasks peculiar to Air Staff activities and planning concerning the 2E1X2 career ladder. These managers perform an average of 19 tasks (the smallest average number of tasks performed by any job in this career ladder). Representative tasks performed by members of this job include:

- plan agenda for conferences, staff meetings, symposiums, or workshops
- plan briefings
- brief personnel on new directives
- review team trip reports
- select personnel for specialized training
- write team trip reports
- develop new equipment test plans
- interpret directives, policies, or procedures for subordinates
- evaluate changes to meteorological and navigation systems
- write periodic maintenance summaries

Within this specialty job, 100 percent of these members maintain a 7-skill level DAFSC and on the average are Master Sergeants (E-7). These members stated they do not supervise in any capacity (0 percent supervising) and 80 percent stated they were assigned within the CONUS.

Comparison of Current Jobs to Previous Survey Findings

The results of the specialty job analysis were compared to those of the last Weather and Navigation System Maintenance OSR published in 1989. As shown in Table 5, most of the jobs in the 1989 study were also identified in the current study. In both surveys, a large group of repairman were identified as the core job. This core job comprised 43 percent of the 1989 sample, compared to 63 percent of the 1995 sample. The SESS is new in the 1995 study. While job controllers and technical school instructors were also included in the current study, diversity in the tasks they perform precluded them from forming distinct jobs.

TABLE 3
COMPARISON OF JOB GROUPS IN CURRENT STUDY
VERSUS 1989 STUDY

1995 STUDY (N=552)	1989 STUDY (N=1,132)
Met/Nav Repairman (63% of sample)	LORAN C/D Maintenance Technicians (1% of sample) SSIL/TACAN Maint. Personnel (40% of sample) Tactical Weather Equip Maint Techs (1% of sample) Centralized Repair Activity (1% of sample) Fixed Weather Equipment Maintenance (30% of sample)
Mobility (6% of sample)	Nav aids Mobility Unit Personnel (2% of sample)
Engineering & Installation (1% of sample)	Nav aids Installation Personnel (1% of sample) Nav aids Specialty Teams Cluster (3% of sample)
Solar Environmental Support System (1% of sample)	Not Identified
Quality Control (4% of sample)	Flight Inspection Technicians (less than 1% of sample)
Workcenter Supervisor (3% of sample) Workcenter Manager (2% of sample) Functional Manager (1% of sample)	Maintenance Staff Personnel (1% of sample)
Not Identified	Job Controllers (1% of sample)
Not Identified	Technical School Personnel (3% of sample)

TABLE 4

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	MET/NAV REPAIRMAN (STG0038) (N=349)	MOBILITY (STG0069) (N=35)	ENGINEERING INSTALLATION (STG0097) (N=8)	SOLAR ENV (SESS) (STG0065) (N=6)
A ORGANIZING AND PLANNING	2	2	4	1
B DIRECTING AND IMPLEMENTING	4	3	3	2
C INSPECTING AND EVALUATING	5	4	7	3
D TRAINING	2	3	1	1
E PERFORMING GENERAL MAINTENANCE MANAGEMENT AND ADMINISTRATIVE FUNCTIONS	6	8	3	16
F PERFORMING GENERAL MAINTENANCE FUNCTIONS	39	35	50	41
G MAINTAINING NONELECTRIC METEOROLOGICAL INSTRUMENTS AND SOLID-STATE BAROMETERS	3	*	*	0
H MAINTAINING WIND, TEMPERATURE, VISIBILITY, THUNDERSTORM SENSING, AND CLOUD SETS	10	*	3	1
I MAINTAINING WIND, TEMPERATURE, AND CLOUD TACTICAL WEATHER EQUIPMENT	1	*	*	0
J MAINTAINING SOLAR OPTICAL AND RADIO OBSERVING EQUIPMENT	1	0	0	35
K INSTALLING OR REMOVING METEOROLOGICAL AND NAVIGATION SYSTEMS	1	5	28	0
L MAINTAINING LOW FREQUENCY BEACON (LFB) SYSTEMS	*	0	0	0
M MAINTAINING AN/GRN-27 SOLID-STATE INSTRUMENT LANDING SYSTEMS (SSILS)	*	0	0	0
N MAINTAINING AN/GRN-29 SSILS	17	1	0	0
O MAINTAINING MARKER BEACONS	*	0	*	0
P MAINTAINING VHF OMNIRANGE (VOR) SYSTEMS	3	0	1	0
Q MAINTAINING TACTICAL AIR NAVIGATION (TACAN) MONITORING GROUPS OR ANTENNAS	*	12	0	0
R MAINTAINING TACAN TRANSPONDERS ON AN/GRN-19/20 SERIES SYSTEMS	*	*	0	0
S MAINTAINING AN/TRN-26 TACAN SYSTEMS	*	15	0	0
T MAINTAINING AN/TRN-41 TACAN SYSTEMS	*	1	0	0
U MAINTAINING AN/FRN-45 TACAN SYSTEMS	5	*	*	0
V PERFORMING FLIGHT INSPECTIONS	1	*	*	0
W PERFORMING MOBILITY REQUIREMENTS	*	11	*	0

* Denotes less than .5 percent

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	QUALITY CONTROL (STG0082) (N=23)	WORKCENTER SUPERVISOR (STG0086) (N=18)	WORKCENTER MANAGER (STG0104) (N=11)	FUNCTIONAL MANAGER (STG0076) (N=5)
A ORGANIZING AND PLANNING	10	12	25	38
B DIRECTING AND IMPLEMENTING	12	20	25	14
C INSPECTING AND EVALUATING	41	24	31	32
D TRAINING	5	13	7	4
E PERFORMING GENERAL MAINTENANCE MANAGEMENT AND ADMINISTRATIVE FUNCTIONS	8	15	7	12
F PERFORMING GENERAL MAINTENANCE FUNCTIONS	16	8	3	0
G MAINTAINING NONELECTRIC METEOROLOGICAL INSTRUMENTS AND SOLID-STATE BAROMETERS	1	1	0	0
H MAINTAINING WIND, TEMPERATURE, VISIBILITY, THUNDERSTORM SENSING, AND CLOUD SETS	0	2	0	0
I MAINTAINING WIND, TEMPERATURE, AND CLOUD TACTICAL WEATHER EQUIPMENT	0	*	0	0
J MAINTAINING SOLAR OPTICAL AND RADIO OBSERVING EQUIPMENT	0	0	0	0
K INSTALLING OR REMOVING METEOROLOGICAL AND NAVIGATION SYSTEMS	2	1	*	*
L MAINTAINING LOW FREQUENCY BEACON (LFB) SYSTEMS	0	0	0	0
M MAINTAINING AN/GRN-27 SOLID-STATE INSTRUMENT LANDING SYSTEMS (SSILS)	0	*	0	0
N MAINTAINING AN/GRN-29 SSILS	3	2	0	0
O MAINTAINING MARKER BEACONS	*	*	0	0
P MAINTAINING VHF OMNIRANGE (VOR) SYSTEMS	1	*	0	0
Q MAINTAINING TACTICAL AIR NAVIGATION (TACAN) MONITORING GROUPS OR ANTENNAS	0	0	0	0
R MAINTAINING TACAN TRANSPONDERS ON AN/GRN-19/20 SERIES SYSTEMS	*	0	0	0
S MAINTAINING AN/TRN-26 TACAN SYSTEMS	0	*	0	0
T MAINTAINING AN/TRN-41 TACAN SYSTEMS	*	*	0	0
U MAINTAINING AN/FRN-45 TACAN SYSTEMS	0	1	0	0
V PERFORMING FLIGHT INSPECTIONS	*	1	0	0
W PERFORMING MOBILITY REQUIREMENTS	1	*	2	0

* Denotes less than .5 percent

TABLE 5

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	MET/NAV REPAIRMAN (STG0038)	MOBILITY (STG0069)	ENGINEERING & INSTALLATION (STG0097)	SESS (STG0065)	QUALITY CONTROL (STG0082)
NUMBER IN GROUP	349	35	8	6	23
PERCENT OF SAMPLE	63%	6%	1%	1%	4%
PERCENT IN CONUS	78%	83%	100%	67%	87%
DAFSC DISTRIBUTION:					
2E132	23%	14%	12%	0%	0%
2E152	61%	72%	50%	67%	65%
2E172	16%	14%	38%	33%	35%
PREDOMINANT GRADE(S)	E-4/E-5	E-4/E-5	E-4/E-5	E-5	E-5
AVERAGE MONTHS IN CAREER FIELD	89	76	131	149	125
AVERAGE MONTHS IN SERVICE	105	102	145	161	140
PERCENT IN FIRST ASSIGNMENT (1-48 MOS TAFMS)	31%	37%	25%	0%	8%
PERCENT SUPERVISING	47%	46%	37%	17%	26%
AVERAGE NUMBER OF TASKS PERFORMED	282	170	127	116	65

TABLE 5 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	WORKCENTER SUPERVISOR (STG0086)	WORKCENTER MANAGER (STG0104)	FUNCTIONAL MANAGER (STG0076)
NUMBER IN GROUP	18	11	5
PERCENT OF SAMPLE	3%	2%	1%
PERCENT IN CONUS	83%	91%	80%
DAFSC DISTRIBUTION:			
2E132	0%	0%	0%
2E152	22%	18%	0%
2E172	78%	82%	100%
PREDOMINANT GRADE(S)	E-6/E-7	E-7	E-7
AVERAGE MONTHS IN CAREER FIELD	166	190	202
AVERAGE MONTHS IN SERVICE	187	220	208
PERCENT IN FIRST ASSIGNMENT (1-48 MOS TAFMS)	0%	0%	0%
PERCENT SUPERVISING	100%	91%	0%
AVERAGE NUMBER OF TASKS PERFORMED	112	44	19

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the Career Field Education and Training Plan, reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. A typical pattern of progression is noted within the AFSC 2E1X2 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks involving the maintenance of meteorological and navigation systems. As incumbents move up to the 7-skill level, higher percentages work in the supervision and management jobs, but many personnel still spend some time maintaining equipment or work in a support job.

Skill-Level Descriptions

DAFSC 2E132. Representing 18 percent of the survey sample, these 99 airmen perform an average of 215 tasks. Eighty-three percent of these airmen are MET/NAV Repairmen (see Table 6). Only 5 percent of the 2E132s are performing the Mobility job, and 1 percent are Engineering and Installation team members.

Representative tasks performed by 3-skill level incumbents are listed in Table 8. Most tasks are general repair tasks and relate to Duty F (Performing General Maintenance Functions), Duty N (Maintaining AN/GRN-29 SSILs) and Duty H (Maintaining Wind, Temperature, Visibility, Thunderstorm Sensing, and Cloud Sets) (see Table 7).

DAFSC 2E152. Representing 58 percent of the survey sample (largest DAFSC group of the survey), these airmen perform an average of 237 tasks (somewhat higher than 3-skill level members). Most 5-skill level airmen (66 percent) are still MET/NAV Repairmen. However, the percent of 5-skill level personnel who are Mobility team members increases (8 percent versus 5 percent) and several are found in the Quality Control and Supervisory jobs (see Table 6).

Table 9 lists representative tasks performed by all 5-skill level personnel. Table 10 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. The major difference among the two groups, as seen in Table 10, is that 5-skill level personnel perform a broader range of tasks, many being OJT or supervisory tasks.

DAFSC 2E172. Seven-skill level personnel represent 24 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, higher percentages of these personnel are working as Workcenter Supervisors (11 percent) and Workcenter Managers (7 percent). They are also represented in the Functional Manager specialty job (4 percent). However, 41 percent of the 7-skill level personnel are still working in the MET/NAV Repairman Cluster (see Table 6). Table 11 lists the most time consuming tasks performed by these airmen. Most of these involve supervisory functions. Table 12 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, the key difference is a much greater emphasis on supervisory functions at the 7-skill level.

Summary

Progression in this career ladder follows a regular pattern of highly technical jobs focusing at the lower skill levels, with a broadening into supervision at the 7-skill level. Emphasis is seen in performing primarily the core job of MET/NAV equipment maintenance at the 3- and 5-skill levels. Craftsmen at the 7-skill level are beginning to shift to supervision tasks, but a good deal of their job time is still spent in the technical arena. This progression is easily seen in Table 6 and serves the career ladder by providing a regular progression from the 3- to 7-skill level.

TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	DAFSC 2E132 (N=99)	DAFSC 2E152 (N=320)	DAFSC 2E172 (N=133)
I. METEOROLOGICAL AND NAVIGATION REPAIRMAN	83	66	41
II. MOBILITY	5	8	4
III. ENGINEERING AND INSTALLATION	1	1	2
IV. SOLAR ENVIRONMENTAL SUPPORT SYSTEM (SESS)	-	-	6
V. QUALITY CONTROL	-	5	6
VI. WORKCENTER SUPERVISOR	-	1	11
VII. WORKCENTER MANAGER	-	1	7
VIII. FUNCTIONAL MANAGER	-	-	4
NOT GROUPED	11	18	19

* Less than .5 percent

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 2E132 (N=99)	DAFSC 2E152 (N=320)	DAFSC 2E172 (N=133)
A ORGANIZING AND PLANNING	2	5	12
B DIRECTING AND IMPLEMENTING	3	6	11
C INSPECTING AND EVALUATING	3	8	17
D TRAINING	1	5	8
E PERFORMING GENERAL MAINTENANCE MANAGEMENT AND ADMINISTRATIVE FUNCTIONS	6	8	9
F PERFORMING GENERAL MAINTENANCE FUNCTIONS	38	31	21
G MAINTAINING NONELECTRIC METEOROLOGICAL INSTRUMENTS AND SOLID-STATE BAROMETERS	3	3	1
H MAINTAINING WIND, TEMPERATURE, VISIBILITY, THUNDERSTORM SENSING, AND CLOUD SETS	12	7	2
I MAINTAINING WIND, TEMPERATURE, AND CLOUD TACTICAL WEATHER EQUIPMENT	2	1	*
J MAINTAINING SOLAR OPTICAL AND RADIO OBSERVING EQUIPMENT	*	1	2
K INSTALLING OR REMOVING METEOROLOGICAL AND NAVIGATION SYSTEMS	2	3	2
L MAINTAINING LOW FREQUENCY BEACON (LFB) SYSTEMS	*	*	*
M MAINTAINING AN/GRN-27 SOLID-STATE INSTRUMENT LANDING SYSTEMS (SSILS)	*	*	*
N MAINTAINING AN/GRN-29 SSILS	17	12	6
O MAINTAINING MARKER BEACONS	1	*	*
P MAINTAINING VHF OMNIRANGE (VOR) SYSTEMS	2	2	2
Q MAINTAINING TACTICAL AIR NAVIGATION (TACAN) MONITORING GROUPS OR ANTENNAS	1	1	1
R MAINTAINING TACAN TRANSPONDERS ON AN/GRN-19/20 SERIES SYSTEMS	*	*	*
S MAINTAINING AN/TRN-26 TACAN SYSTEMS	1	1	1
T MAINTAINING AN/TRN-41 TACAN SYSTEMS	*	1	*
U MAINTAINING AN/FRN-45 TACAN SYSTEMS	4	3	2
V PERFORMING FLIGHT INSPECTIONS	*	1	2
W PERFORMING MOBILITY REQUIREMENTS	1	2	1

* Denotes less than .5 percent

TABLE 8
REPRESENTATIVE TASKS PERFORMED BY 2E132 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=99)
F0265	Inspect Equipment for corrosion	92
F0379	Remove or replace bulbs	86
F0324	Measure DC voltages	83
F0334	Perform corrosion control procedures	80
H0500	Align FMQ-8 dewpoint and ambient air temperature mechanisms	78
H0501	Align FMQ-8 sensor bias	75
E0145	Identify parts using illustrated parts breakdowns (IPBs)	75
H0542	Perform operational checks of FMQ-8 temperature-dew point measuring sets	74
F0230	Communicate over radio during operational tests	73
U1229	Perform PMIs of AN/FRN-45 TACAN systems	73
N0931	Measure AN/GRN-29 glideslope course transmitter power outputs	73
N0930	Measure AN/GRN-29 glidescope course transmitter percent-of-modulation	73
H0514	Complete FMQ-8 performance tests	72
F0282	Install dummy loads	72
N0939	Measure AN/GRN-29 localizer course transmitter 90/150 Hz percent-of-modulation	72
N0935	Measure AN/GRN-29 localizer clearance transmitter power outputs	71
H0513	Complete FMQ-13 performance tests	71
N0936	Measure AN/GRN-29 localizer clearance transmitter 90/150 Hz percent-of-modulation	71
F0366	Perform radiation pattern ground checks	70
F0365	Perform preventive maintenance inspections (PMI) on bail-out systems	70
N0938	Measure AN/GRN-29 localizer course transmitter power outputs	70
F0465	Test bail-out alarm systems	69
F0223	Analyze system block diagram functional operations	69
F0370	Record radiation pattern ground check readings	67
F0264	Inspect equipment components	66
E0158	Maintain preventive maintenance inspection (PMI) listings	52
A0019	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	47
E0164	Maintain vehicle control logs	45
B0032	Coordinate inspection and maintenance of equipment with appropriate agencies	39
B0033	Coordinate repair activities with appropriate agencies	30

* Average Number of Tasks Performed - 189

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY 2E152 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=320)
F0265	83
F0334	73
E0145	72
F0264	72
F0379	71
F0324	71
E0148	70
F0263	69
F0223	68
A0019	63
C0088	63
F0245	63
E0158	61
C0055	61
B0032	59
E0153	57
F0363	57
D0106	55
C0077	55
B0033	50
D0129	48
B0037	48
B0034	48
E0163	47
C0078	43
A0018	41
E0151	40
E0149	38
E0160	35
A0003	34
E0154	33

* Average Number of Tasks Performed - 220

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 2E132 AND 2E152 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2E132 (N=99)	DAFSC 2E152 (N=320)	DIFF
H0500 Align FMQ-8 dewpoint and ambient air temperature mechanisms	78	55	+23
H0553 Perform turn on-off procedures for FMQ-13 and check for normal indications	74	52	+22
H0523 Isolate malfunctions in FMQ-8 systems	76	55	+20
H0545 Perform operational checks of GMQ-32 transmissometer sets	69	49	+19
E0164 Maintain vehicle control logs	45	27	+19
H0513 Complete FMQ-13 performance tests	71	52	+19
H0542 Perform operational checks of FMQ-8 temperature-dew point measuring sets	74	55	+18
H0501 Align FMQ-8 sensor bias	75	57	+18
H0543 Perform operational checks of GMQ-13 cloud height measuring sets	25	8	+17
H0550 Perform turn on-off procedures for CT-12K and check for normal indications	76	59	+17
N0929 Measure AN/GRN-29 glideslope clearance transmitter power outputs	59	42	+17
F0365 Perform preventive maintenance inspections (PMI) on bail-out systems	70	54	+16
D0106 Conduct OJT	14	55	-41
C0055 Certify status of condemned, repairable, or serviceable parts	25	61	-36
C0078 Evaluate personnel for compliance with performance or work standards	10	43	-33
B0034 Counsel personnel on personal or military-related matters	18	48	-30
C0077 Evaluate performance of meteorological and navigation systems	24	55	-30
C0063 Conduct technical inspections	13	41	-28
D0130 Plan and schedule OJT	12	38	-26
E0180 Review supply transaction listings or rosters, such as D-04, D-18, or M-30	23	48	-25
D0129 Maintain training records, charts, graphs, or files	23	48	-25
C0074 Evaluate maintenance data collection reports	12	35	-23
D0109 Counsel trainees on training progress	15	38	-23
B0045 Implement self-inspection programs	9	33	-23

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY 2E172 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=133)
A0019 Participate in meetings, such as staff meetings, briefings, conferences, or workshops	88
C0092 Review correspondence	72
B0034 Counsel personnel on personal or military-related matters	71
B0028 Brief personnel on new directives	69
C0096 Write EPRs	63
A0003 Determine requirements for equipment, personnel, space, or supplies	62
B0032 Coordinate inspection and maintenance of equipment with appropriate activities	62
B0047 Interpret directives, policies, or procedures for subordinates	60
A0018 Establish work priorities or schedules	59
C0078 Evaluate personnel for compliance with performance or work standards	59
A0026 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	59
C0079 Evaluate personnel for promotion, demotion, reclassification, or special rewards	57
B0037 Direct maintenance of equipment or facilities	57
B0040 Draft budget requirements	56
E0149 Maintain administrative files	56
A0012 Establish performance standards for subordinates	56
A0017 Establish work methods or procedures	54
C0088 Inspect equipment or facilities	54
A0008 Develop self-inspection checklists	54
C0098 Write replies to inspection reports	53
C0084 Evaluate use of equipment, supplies, or workspace	53
D0129 Maintain training records, charts, graphs, or files	53
A0021 Plan briefings	47
B0035 Direct development or maintenance of charts, graphs, or status boards	46
C0072 Evaluate inspection reports or procedures	46
C0094 Review maintenance data files	44
C0099 Write special reports, staff studies, or surveys, other than material deficiency reports	41
A0009 Draft directives	39
A0020 Plan agenda for conferences, staff meetings, symposiums, or workshops	33
C0097 Write inspection reports	29
B0029 Conduct supervisory orientation of newly assigned personnel	64

* Average Number of Tasks Performed - 198

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 2E152 AND 2E172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2E152 (N=320)	DAFSC 2E172 (N=133)	DIFF
H0515 Complete IP-1456 performance tests	60	28	+32
H0550 Perform turn on-off procedures for CT-12K and check for normal indications	59	27	+32
H0512 Complete CT-12K performance tests	61	29	+31
F0334 Perform corrosion control procedures	73	42	+31
H0514 Complete FMQ-8 performance tests	58	28	+31
G0486 Perform operational checks of ML-102 aneroid barometers	49	20	+29
F0265 Inspect equipment for corrosion	83	55	+29
H0501 Align FMQ-8 sensor bias	57	29	+28
H0542 Perform operational checks of FMQ-8 temperature-dew point measuring sets	55	27	+28
G0479 Inspect ML-102 aneroid barometers	54	26	+28
G0490 Perform turn on-off procedures for ML-658 and check for normal indications	58	29	+28
H0558 Perform turn on-off procedures for IP-1456 and check for normal indications	57	29	+28
F0279 Inspect lead-acid batteries or battery boxes	58	31	+28
D0102 Assign on-the-job training (OJT) trainers	15	42	-27
B0053 Supervise Meteorological and Navigation Systems Craftsmen (AFSC 2E172)	4	32	-27
C0099 Write special reports, staff studies, or surveys, other than material deficiency reports	13	41	-27
A0003 Determine requirements for equipment, personnel, space or supplies	34	62	-29
B0028 Brief personnel on new directives	39	69	-30
A0021 Plan briefings	17	47	-30
C0079 Evaluate personnel for promotion, demotion, reclassification, or special rewards	27	57	-31
B0029 Conduct supervisory orientation of newly assigned personnel	33	64	-31
A0026 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	28	59	-32
A0001 Assign personnel to duty positions	18	53	-35
B0040 Draft budget requirements	17	56	-39
C0092 Review correspondence	29	72	-43

ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION*

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for Meteorological and Navigation Systems, dated 31 October 1994. The overall specialty description for the 3-, 5-, and 7-skill levels accurately describes the technical and supervisory nature of jobs at the various skill levels. The description also reflects the primary tasks and responsibilities discussed in the **SPECIALTY JOBS** section of this report. However, almost no mention is made of support jobs, such as Quality Control. The specialty description should be carefully reviewed against the job structure described in the **SPECIALTY JOBS** section of this OSR to ensure all technical and support functions are adequately covered in sufficient detail.

TRAINING ANALYSIS

Occupational survey data is one of the many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 96 members in their first enlistment (1-48 months TAFMS), representing 17 percent of the total survey sample. The jobs performed by these personnel are highly technical in nature, with the majority of their time spent on tasks pertaining to the maintenance of various Meteorological and Navigation systems (see Figure 2).

Table 13 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, it is clearly evident that most first-enlistment personnel are performing tasks under Duty F (Performing General Maintenance Functions), Duty N (Maintaining AN/GRN-29 SSILs), and Duty H (Maintaining Wind, Temperature, Visibility, Thunderstorm Sensing, and Cloud Sets).

Table 14 lists representative tasks performed by first-enlistment personnel. Inspecting equipment for corrosion, removing or replacing bulbs, and performing corrosion control procedures are examples of the top tasks.

Table 15 lists all of the Test Equipment used by 30 percent or more of first-term airmen. Examples of the test equipment are oscilloscopes, digital multimeters, digital analyzers and counters.

Tables 16 and 17 list Weather (Table 16) and Navigation (Table 17) equipment that 30 percent or more first-enlistment airmen perform maintenance on. As shown in Table 16, the AN/FMQ-8 temp-dew point measuring sets and AN/FMQ-13 wind measuring sets are the primary weather equipment maintained. Table 17 shows the AN/FRN-45 tactical air navigation and AN/GRN-29 ILS with null reference glideslope are the primary navigation systems being maintained.

Finally, Table 18 lists all of the forms used by 30 percent or more of the first-enlistment personnel. The most common forms maintained by first-enlistment personnel are DD Form 1577, DD Form 1577-2, DD Form 1574, and AFTO Form 350.

FIRST-ENLISTMENT PERSONNEL JOBS
(N = 96)

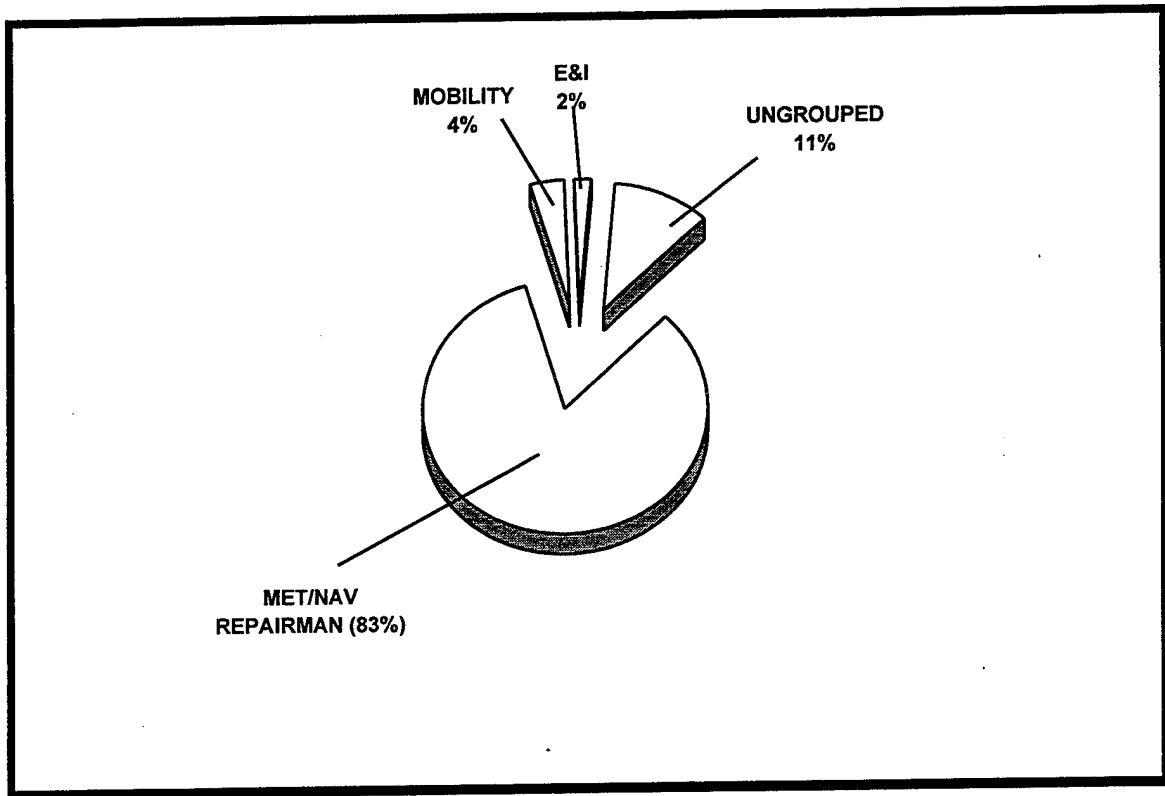


FIGURE 2

TABLE 13

RELATIVE PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL
(N=96)

DUTIES	PERCENT TIME SPENT
A ORGANIZING AND PLANNING	1
B DIRECTING AND IMPLEMENTING	2
C INSPECTING AND EVALUATING	2
D TRAINING	1
E PERFORMING GENERAL MAINTENANCE MANAGEMENT AND ADMINISTRATIVE FUNCTIONS	6
F PERFORMING GENERAL MAINTENANCE FUNCTIONS	40
G MAINTAINING NONELECTRIC METEOROLOGICAL INSTRUMENTS AND SOLID-STATE BAROMETERS	3
H MAINTAINING WIND, TEMPERATURE, VISIBILITY, THUNDERSTORM SENSING, AND CLOUD SETS	12
I MAINTAINING WIND, TEMPERATURE, AND CLOUD TACTICAL WEATHER EQUIPMENT	1
J MAINTAINING SOLAR OPTICAL AND RADIO OBSERVING EQUIPMENT	*
K INSTALLING OR REMOVING METEOROLOGICAL AND NAVIGATION SYSTEMS	3
L MAINTAINING LOW FREQUENCY BEACON (LFB) SYSTEMS	*
M MAINTAINING AN/GRN-27 SOLID-STATE INSTRUMENT LANDING SYSTEMS (SSILS)	*
N MAINTAINING AN/GRN-29 SSILS	16
O MAINTAINING MARKER BEACONS	1
P MAINTAINING VHF OMNIRANGE (VOR) SYSTEMS	3
Q MAINTAINING TACTICAL AIR NAVIGATION (TACAN) MONITORING GROUPS OR ANTENNAS	1
R MAINTAINING TACAN TRANSPONDERS ON AN/GRN-19/20 SERIES SYSTEMS	*
S MAINTAINING AN/TRN-26 TACAN SYSTEMS	1
T MAINTAINING AN/TRN-41 TACAN SYSTEMS	*
U MAINTAINING AN/FRN-45 TACAN SYSTEMS	4
V PERFORMING FLIGHT INSPECTIONS	*
W PERFORMING MOBILITY REQUIREMENTS	1

* Denotes less than .5 percent

TABLE 14
 REPRESENTATIVE TASKS PERFORMED BY 2E1X2
 FIRST-ENLISTMENT PERSONNEL
 (N=96)

TASKS		PERCENT MEMBERS PERFORMING
F0265	Inspect equipment for corrosion	94
F0379	Remove or replace bulbs	83
F0334	Perform corrosion control procedures	82
F0324	Measure DC voltages	79
F0264	Inspect equipment components	75
H0500	Align FMQ-8 dewpoint and ambient air temperature mechanisms	75
F0230	Communicate over radio during operational tests	73
F0223	Analyze system block diagram functional operations	73
F0282	Install dummy loads	73
N0930	Measure AN/GRN-29 glidescope course transmitter percent-of-modulation	73
N0935	Measure AN/GRN-29 localizer clearance transmitter power outputs	72
N0931	Measure AN/GRN-29 glidescope course transmitter power outputs	72
F0263	Inspect electrical wiring	72
E0145	Identify parts using illustrated parts breakdowns (IPBs)	71
H0513	Complete FMQ-13 performance tests	71
H0501	Align FMQ-8 sensor bias	70
H0514	Complete FMQ-8 performance tests	70
F0224	Analyze system circuit operations	70
F0366	Perform radiation pattern ground checks	68
F0365	Perform preventive maintenance inspections (PMIs) on bail-out systems	67
F0465	Test bail-out alarm systems	66
F0370	Record radiation pattern ground check readings	64
F0318	Maintain tool kits	63
E0158	Maintain preventive maintenance inspections (PMI) listings	48
A0019	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	47
B0032	Coordinate inspection and maintenance of equipment with appropriate activities	34
B0033	Coordinate repair activities with appropriate agencies	25

Average Number of Tasks Performed - 185

TABLE 15

TEST EQUIPMENT USED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL

EQUIPMENT	1ST JOB (N=21)	1ST ENL (N=96)
Oscilloscopes	100	95
Multimeters, digital	100	93
Analyzers, spectrum	90	90
Counters, electronic frequency	90	90
Dummy loads	90	90
Power supplies, external	33	83
Meters, peak power	86	80
Directional couplers	76	71
Voltmeters, digital	71	70
Wattmeters	71	68
Detectors, portable field instrument landing system	71	66
Voltmeters, vector	71	65
Attenuators, Fixed, 50-3 or 50-5	67	59
Logic probes	67	58
Attenuators, In-Line	62	57
Attenuators, Variable	62	57
Attenuators, set	52	55
Generators, RF sweep signal	52	55
Stopwatches	38	53
Decade resistors	38	50
Generators, audio signal	38	49
Meters, average power	29	44
Meters, frequency	43	43
Detectors, radio frequency (RF)	48	42
High voltage probes	38	42
Butt sets	33	40
Counters, electronic digital	38	39
Multimeters, other than digital	33	36
Compasses	29	35
Standing wave ratio indicators	14	32

TABLE 16

WEATHER EQUIPMENT MAINTAINED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL

EQUIPMENT	1ST JOB (N=21)	1ST ENL (N=96)
AN/FMQ-8 Temp-dew point measuring sets	100	82
AN/FMQ-13 Wind measuring sets	100	80
CT-12K Cloud height measuring sets	90	77
AN/GMQ-32 Transmissometer sets	86	71
ML-17 Rain gauges	71	71
IP-1456 Cloud height measuring sets	76	70
ML-102 Aneroid barometers	67	70
ML-658/GM Digital altimeter barometers	67	69
ML-24 Sling psychrometers	62	68
AN/TMQ-34 Transportable meteorological observing sets	71	63
AN/GMQ-13 Cloud height measuring sets	57	39
AN/GMQ-33 Transportable cloud height measuring sets	43	39
AN/TMQ-36 Transportable wind measuring sets	38	38
AN/GMQ-20 Wind measuring sets	52	35

TABLE 17

NAVIGATION EQUIPMENT MAINTAINED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL

EQUIPMENT	1ST JOB (N=21)	1ST ENL (N=96)
AN/FRN-45 Tactical air navigation (TACAN)	67	69
AN/GRN-29 ILS with null reference glideslope	48	44
AN/GRN-29 ILS with capture effect glideslope	48	40

TABLE 18

FORMS USED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E1X2 PERSONNEL

FORMS	1ST JOB (N=21)	1ST ENL (N=96)
DD 1577, Unserviceable (Condemned) Tag Material	76	84
DD 1577-2, Unserviceable (Reparable) Tag Material	71	84
DD 1574, Serviceable Tag-Material	76	82
AFTO 350, Repairable Item Processing tag	86	80
AFTO 349, Maintenance Data Collection Report	81	72
AF 2005, Issue/Turn-in Receipt	67	69
AF 2413, Supply Control Log	57	59
AFTO 22, Tech Order System Publication Improvement Report and Reply	52	53
DD 1575, Suspended Tag-Material	48	52
DD 1348-6, DOD Single Line Item Requisition System Document	29	34
AF 9, Request For Purchase	19	31
DD 1348-1, DOD Single Line Item Release/Receipt Document	33	31

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 19 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see selected high rated tasks presented in Table 20). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, AETCR 52-22, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Table 19 presents tasks with the highest TE ratings for 2E1X2 first-enlistment airmen, while Table 20 displays those tasks 2E1X2 raters judged to be most difficult to learn to perform. For example, TE raters (refer to Table 19) reported that tasks such as analyzing system block diagram functional operations and measuring AN/GRN-29 glideslope antenna VSWRs require a lot of training emphasis, from the data, most airmen in their first job and within their first term are performing these tasks. Table 20 shows TD raters reported installing or removing VOR or terminal VOR (TVOR) systems, and constructing and designing circuitry to be difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, these tasks would be inappropriate for including in a technical resident curriculum and is more appropriately taught as an OJT item.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 19

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING			TASK DIFF*
		1ST JOB (N=21)	1ST ENL (N=96)		
F0223 Analyze system block diagram functional operations	6.11	76	73		5.63
N0927 Measure AN/GRN-29 glideslope antenna VSWRs	6.04	52	61		5.63
N0941 Operate portable ILS receivers	5.96	52	66		4.57
F0324 Measure DC voltages	5.91	86	79		3.16
N0933 Measure AN/GRN-29 localizer antenna VSWRs	5.87	52	67		5.68
U1227 Operate AN/FRN-45 input/output terminals	5.7	57	63		4.87
N0943 Perform AN/GRN-29 glideslope flight-check ground procedures	5.7	38	55		6.76
N0939 Measure AN/GRN-29 localizer course transmitter 90/150 Hz percent-of-modulation	5.68	81	72		4.72
N0946 Perform AN/GRN-29 localizer flight check ground procedures	5.66	38	60		6.39
U1222 Align AN/FRN-45 transponder 100-watt amplitude shaper controller assemblies	5.60	38	56		7.48
E0145 Identify parts using illustrated parts breakdowns (IPBs)	5.57	67	71		2.92
N0930 Measure AN/GRN-29 glideslope course transmitter percent-of-modulation	5.55	76	73		4.78
N0936 Measure AN/GRN-29 localizer clearance transmitter 90/150 Hz percent-of-modulation	5.53	76	72		4.75
U1225 Isolate malfunctions in AN/FRN-45 system units or major subassemblies	5.53	38	54		7.10
N0931 Measure AN/GRN-29 glideslope course transmitter power outputs	5.51	43	56		6.90
U1223 Align AN/FRN-45 transponder 400-watt amplifier assemblies	5.51	43	56		6.90
F0224 Analyze system circuit operations	5.49	71	70		6.57
F0322 Measure audio frequencies	5.49	38	45		3.93
F0326 Measure radiation patterns	5.47	67	59		5.50
N0938 Measure AN/GRN-29 localizer course transmitter power outputs	5.45	86	71		4.16
F0466 Trace circuits or signals using block or circuit diagrams	5.45	81	72		4.29

* Mean TE Rating is 1.73, and Standard Deviation is 1.48 (High TE = 3.21)

** Average TD Rating is 5.00

TABLE 20

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING					TNG EMP
		1ST JOB (N=21)	1ST ENL (N=96)	5-SKL LEVEL (N=320)	7-SKL LEVEL (N=133)		
K0700	8.36	0	3	2	1	.74	
K0699	8.33	0	6	3	5	.79	
F0239	8.17	0	5	5	8	.28	
K0693	8.06	0	2	6	5	.72	
K0692	8.02	0	2	6	5	.70	
D0111	7.78	0	2	3	6	.00	
P1023	7.76	14	13	13	10	3.23	
A0022	7.74	0	6	19	35	.53	
A0011	7.70	0	2	8	20	.15	
P1001	7.52	5	8	8	8	2.43	
U1222	7.48	38	56	51	33	5.60	
K0667	7.38	0	9	9	8	.89	
P0968	7.35	29	17	14	11	3.26	
A0006	7.33	0	3	9	20	.06	
P1025	7.31	14	11	12	8	2.96	
M0790	7.30	0	0	0	2	.68	
C0096	7.28	0	2	40	63	1.26	
M0795	7.25	0	0	0	2	.43	
F0234	7.22	19	25	22	19	2.91	
K0703	7.20	5	8	13	15	1.68	
F0233	7.17	29	28	18	23	2.47	
M0835	7.16	0	1	1	2	.87	

* Average TD Rating is 5.00

Specialty Training Standard (STS)

A comprehensive review of STS 2E1X2, dated 1 April 1995, compared STS items to survey data (based on the previously mentioned assistance from SMEs in matching JI tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCR 52-22 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting practically all of the essential paragraphs or subparagraphs. Even though some elements did not have high percentages of personnel performing matched tasks, the fact that the supporting tasks were a part of an identifiable job being performed in the career ladder supports the retention of the STS element involving those tasks.

Only two elements of the STS were not supported by occupational survey data and do require a review by training personnel and SMEs. Both involve flight inspections. Table 21 displays these elements with survey data related to tasks matched to them. These STS elements should be carefully considered regarding whether retention in the STS is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. The few tasks that require review pertain to special mission activities. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 22. Training personnel and SMEs should consider these unreferenced tasks to determine if inclusion in the STS is justified.

Plan of Instruction (POI)

Based on the assistance from the technical school SMEs in matching inventory tasks to the E3AB2E132000 POI, dated 26 July 1995, a computer product was generated displaying the results of the matching process. Information furnished for consideration includes percent members performing data for first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel, as well as TE and TD ratings for individual tasks.

POI units of instruction and criterion objectives were evaluated using previously discussed standards in AETCR 52-22. Table 23 illustrates performance objectives which are not well supported and should be considered for deletion or replacement with objectives involving tasks performed by higher percentages of incumbents and rated higher in training emphasis and task difficulty. In addition, Table 24 lists tasks which are not matched with POI objectives. These unreferenced tasks should be carefully reviewed to identify tasks which may warrant formal training and should be included in future POIs.

TABLE 21

EXAMPLES OF STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS ITEM	PERCENT MEMBERS PERFORMING					
	1ST JOB (N=21)	1ST ENL (N=96)	DAFSC 2E152 (N=320)	DAFSC 2E172 (N=133)	TNG EMP	TSK DIFF
13.1 Perform a simulated flight inspection on the Instrument Landing System						
V1232 Brief ground personnel on mission requirements	0	2	13	18	1.19	5.43
V1239 Operate NAVAIDS flight inspection system (NAFIS) ground support equipment	5	13	9	6	.98	5.64
V1243 Perform operational checks of flight inspection support equipment	0	5	8	8	1.06	4.93
13.3 Describe the AN/FRN-45 flight inspection procedures						
V1232 Brief ground personnel on mission requirements	5	13	9	6	1.19	5.43
V1239 Operate NAVAIDS flight inspection system (NAFIS) ground support equipment	5	13	9	6	.98	5.64
V1243 Perform operational checks of flight inspection support equipment	0	5	8	8	1.06	4.93

TABLE 22

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING						TNG EMP	TSK DIF
	1ST	1ST	DAFSC	DAFSC	2E172 (N=133)			
	JOB (N=21)	ENL (N=96)	2E152 (N=320)					
F0220	Analyze circuit waveforms	57	58	56	40	4.68	6.22	
F0221	Analyze indications of built-in tests (BITS)	62	67	55	38	5.04	5.37	
F0222	Analyze radiation patterns	57	61	55	41	5.02	7.08	
F0223	Analyze system block diagram functional operations	76	73	68	46	6.11	5.63	
F0224	Analyze system circuit operations	71	70	63	44	5.49	6.57	
F0245	Evaluate equipment parameters, such as meter readings	52	59	63	44	5.21	4.98	
F0281	Inspect transmitters	43	56	61	41	3.60	5.00	
F0287	Interpret plans, diagrams, or schematics	43	59	55	47	4.51	6.06	
F0307	Isolate malfunctions in power supplies	43	55	60	46	5.32	5.60	
F0314	Isolate malfunctions in transmitters	38	52	56	41	5.04	6.46	
F0326	Measure radiation patterns	67	59	52	38	5.47	5.50	
F0356	Perform operational checks of power supplies	71	72	67	48	5.09	4.18	
F0361	Perform operational checks of transmitter	57	66	63	47	5.43	5.48	
F0369	Record flight-check readings	48	54	61	42	4.72	4.59	
F0466	Track circuits or signals using block or circuit diagrams	48	61	57	38	5.45	5.33	
H0527	Isolate malfunctions in GMQ-32 projectors, receivers, or recorders	38	52	47	24	4.43	5.41	
H0545	Perform operational checks of GMQ-32 transmissometer sets	76	65	49	26	4.66	4.43	
N0916	Inspect AN/GRN-29 glideslope antenna systems	38	54	56	35	3.62	4.75	
N0919	Inspect AN/GRN-29 localizer antenna systems	38	56	58	36	3.81	5.04	
N0920	Inspect AN/GRN-29 localizer distribution units	48	61	58	36	3.89	5.60	
N0932	Measure AN/GRN-29 glideslope near-field monitor outputs	57	55	50	30	4.83	4.43	

TABLE 23

EXAMPLES OF POI ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

POI ITEM	PCT MBRs PERF				
	1ST JOB (N=21)	1ST ENL (N=96)	TNG EMP	TSK DIFF	
I 2c. Analyze the operation of the IP-1456 CTS: 2.1, 6.7 Meas: W H0516 Configure IP-1456 indicators	29	29	3.64	4.40	
I 6c(3). Describe the operation of the AN/TMQ-36 CTS: 2.1, 8.2.3 Meas: W I0569 Operate TMQ-36 remote display units	19	24	1.77	4.17	
I 6c(4). Using T.O. 31m5-2TMQ36-1, perform the set-up and tear down of the AN/TMQ-36 I0573 Perform TMQ-36 self-test procedures	24	27	2.17	3.77	
I 5a. Identify the requirements for an ILS flight check CTS: 13.1 Meas: W V1232 Brief ground personnel on mission requirements	0	2	1.19	5.43	
I 5b. Using KCS 3214-9 and flight check IVD, perform a simulated flight inspection of the ILS. CTS: 13.1 Meas: PC V1239 Operate NAVADS flight inspection system (NAFIS) ground support equipment	5	13	.98	5.64	

TABLE 24

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE POI

POI ITEM	PERCENT MEMBERS PERFORMING				TNG EMP	TSK DIFF
	1ST	1ST	ENL (N=96)			
	JOB (N=21)					
F0220	Analyze circuit waveforms	57	58	4.68	6.22	
F0221	Analyze indications of built-in-tests (BITS)	62	676	5.04	5.37	
F0222	Analyze radiation patterns	57	61	5.02	7.08	
F0223	Analyze system block diagram functional operations	76	73	6.11	5.63	
F0224	Analyze system circuit operations	71	70	5.49	6.57	
F0245	Evaluate equipment parameters, such as meter readings	52	59	5.21	4.98	
F0281	Inspect transmitters	43	56	3.60	5.00	
F0287	Interpret plans, diagrams, or schematics	43	59	4.51	6.06	
F0307	Isolate malfunctions in power supplies	43	55	5.32	5.60	
F0314	Isolate malfunctions in transmitters	38	52	5.04	6.46	
F0326	Measure radiation patterns	67	59	5.47	5.50	
F0356	Perform operational checks of power supplies	71	72	5.09	4.18	
F0361	Perform operational checks of transmitters	57	66	5.43	5.48	
F0369	Record flight-check readings	48	54	4.72	4.59	
F0466	Trace circuits or signals using block or circuit diagrams	48	61	5.45	5.33	
H0527	Isolate malfunctions in GMQ-32 projectors, receivers, or recorders	38	52	4.43	5.41	
H0545	Perform operational checks of GMQ-32 transmissometer sets	76	65	4.66	4.43	
N0916	Inspect AN/GRN-29 glideslope antenna systems	38	54	3.62	4.75	
N0919	Inspect AN/GRN-29 localizer antenna systems	38	56	3.81	5.04	
N0920	Inspect AN/GRN-29 localizer distribution units	48	61	3.89	5.60	

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 25 presents job satisfaction data for AFSC 2E1X2 TAFMS groups, together with TAFMS data for a comparative sample of Logistics career ladders surveyed in 1994. The majority of the survey sample express positive feelings toward their jobs. The intentions to reenlist for the 2E1X2 career ladder, however, is a bit lower than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 26, where again TAFMS data for 1995 survey respondents are presented, along with data from respondents to the last OSR involving this career ladder in 1989 (AFSCs 304X1 and 302X0 combined). Reviewing this table, it is evident the merger of AFSCs 304X1 and 302X0 into 2E1X2 in October 1990, did have an impact across TAFMS groups relating to job satisfaction. It is apparent more so in the review of the individuals in their first and second enlistment. These incumbents express lower job interest, feel their talents are being used less, and their training is not being used effectively.

In Table 27, review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals that airmen responded very positively to all the indicators listed. However, looking at the Mobility job, airmen assigned to combat communication units are by far less satisfied with their job, stating the job is dull and does not utilize their talents or training. Their reenlistment intentions are the lowest of all eight specialty jobs.

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. Twenty-six percent of this survey sample used the write-in feature to convey some type of information, yet only 3 percent of the comments received (representing 1 percent of the total sample) could be characterized as complaints about the Mobility specialty job. Otherwise, no particular trends were noted among the comments received.

TABLE 25

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1995 2E1X2 (N=96)	COMP SAMPLE* (N=11,582)	1995 2E1X2 (N=157)	COMP SAMPLE* (N=11,582)	1995 2E1X2 (N=298)	COMP SAMPLE* (N=11,582)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	70	63	72	61	77	69
SO-SO	13	23	19	26	13	22
DULL	17	13	9	12	10	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	77	68	78	70	83	79
LITTLE OR NOT AT ALL	23	32	22	30	17	21
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	79	89	75	76	75	82
LITTLE OR NOT AT ALL	21	11	25	24	25	18
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	65	68	69	68	71	73
NEUTRAL	10	17	10	15	9	11
DISSATISFIED	24	15	21	16	20	151
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	56	65	72	80	70	76
NO, OR PROBABLY NO	44	34	28	19	9	6
PLAN TO RETIRE	0	0	0	0	21	18

* Comparative sample of Logistics career ladders surveyed in 1994 (includes AFSC 2A5X2, Helicopter Maintenance, AFSC 2A6X4, Aircraft Fuel Systems, AFSC 2A7X2, Nondestructive Inspection, AFSC 2A7X4, Fabrication and Parachute, AFSC 2E3X1, Secure Communications System, AFSC 2FOX1, Fuels, AFSC 2W1X1, Aircraft Armament Systems).

TABLE 26

COMPARISON OF CURRENT SURVEY AND 1989 TAFMS GROUPS (PERCENT MEMBERS RESPONDING)

JOB SATISFACTION INFORMATION:	1-48 MOS TAFMS			49-96 MOS TAFMS			97+ MOS TAFMS		
	1995 2E1X2 (N=96)	1989 302X0 (N=167)	1989 304X1 (N=270)	1995 2E1X2 (N=157)	1989 302X0 (N=122)	1989 304X1 (N=147)	1995 2E1X2 (N=298)	1989 302X0 (N=155)	1989 304X1 (N=271)
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	70	78	79	72	76	84	77	73	75
SO-SO	13	15	11	19	15	10	13	17	14
DULL	17	7	10	9	9	6	10	10	11
<u>PERCEIVED UTILIZATION OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY	77	90	84	78	82	88	83	80	83
LITTLE OR NOT AT ALL	23	10	16	22	18	12	17	20	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY	79	90	86	75	85	86	75	81	76
LITTLE OR NOT AT ALL	21	10	14	25	15	14	25	19	24
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>									
SATISFIED	65	79	72	69	70	78	71	67	65
NEUTRAL	10	10	13	10	12	10	9	10	13
DISSATISFIED	24	11	15	21	18	12	20	23	22
<u>REENLISTMENT INTENTIONS:</u>									
YES, OR PROBABLY YES	56	62	54	72	70	70	70	65	76
NO, OR PROBABLY NO	40	37	46	28	27	29	9	13	13
WILL RETIRE	0	1	0	0	3	1	19	22	11

TABLE 27

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	MET/NAV REPAIRMAN (ST0038) (N=349)	MOBILITY (ST0069) (N=35)	E & I (ST0097) (N=08)	SESS (ST0046) (N=06)	QUALITY CONTROL (ST0082) (N=23)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	79	34	88	100	74
SO-SO	13	26	12	0	22
DULL	7	40	0	0	4
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
FAIRLY WELL TO PERFECTLY	86	43	88	100	83
LITTLE OR NOT AT ALL	14	57	13	0	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
FAIRLY WELL TO PERFECTLY	88	34	88	100	74
LITTLE OR NOT AT ALL	12	66	12	0	26
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>					
SATISFIED	75	43	100	67	61
NEUTRAL	8	11	0	17	9
DISSATISFIED	17	46	0	17	30
<u>REENLISTMENT INTENTIONS:</u>					
YES, OR PROBABLY YES	72	60	75	67	70
NO, OR PROBABLY NO	20	29	0	17	13
WILL RETIRE	7	9	25	17	17

TABLE 27 (CONTINUED)

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	WORKCENTER SUPERVISOR (ST0086) (N=18)	WORKCENTER MANAGER (ST0104) (N=11)	FUNCTIONAL MANAGER (ST0076) (N=5)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	72	91	100
SO-SO	11	9	0
DULL	17	0	0
<u>PERCEIVED UTILIZATION OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	78 22	100 0	100 0
<u>PERCEIVED UTILIZATION OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	67 33	36 64	60 40
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>			
SATISFIED	67	91	80
NEUTRAL	11	9	20
DISSATISFIED	22	0	0
<u>REENLISTMENT INTENTIONS:</u>			
YES, OR PROBABLY YES	61	36	100
NO, OR PROBABLY NO	6	9	0
PLAN TO RETIRE	33	55	0

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data. As was pointed out in the **JOB SATISFACTION ANALYSIS** section, responses by sample personnel pertaining to utilization of training were adequate, thus indicating support for the overall training system.

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS**

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TABLE AI
METEOROLOGICAL AND NAVIGATION REPAIRMAN
(STG0038)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
F0265	Inspect equipment for corrosion	97
F0379	Remove or replace bulbs	92
F0324	Measure DC voltages	90
F0334	Perform corrosion control procedures	89
N0935	Measure AN/GRN-29 localizer clearance transmitter power outputs	87
N0936	Measure AN/GRN-29 localizer clearance transmitter 90/150Hz percent-of-modulation	87
E0145	Identify parts using illustrated parts breakdowns (IPBs)	86
N0931	Measure AN/GRN-29 glideslope course transmitter power outputs	86
N0930	Measure AN/GRN-29 glideslope course transmitter percent-of-modulation	86
F0223	Analyze system block diagram functional operations	86
N0939	Measure AN/GRN-29 localizer course transmitter 90/150 Hz percent-of-modulation	86
N0938	Measure AN/GRN-29 localizer course transmitter power outputs	85
N0948	Perform AN/GRN-29 turn on-off procedures and check for normal indications	85
F0264	Inspect equipment components	85
N0937	Measure AN/GRN-29 localizer course transmitter ID percent-of-modulation	85
U1229	Perform PMIs of AN/FRN-45 TACAN systems	84
H0512	Complete CT-12K performance tests	84
N0941	Operate portable ILS receivers	83
F0230	Communicate over radio during operational tests	83
U1228	Perform AN/FRN-45 turn on-off procedures and check for normal indications	83
H0501	Align FMQ-8 sensor bias	82
H0514	Complete FMQ-8 performance tests	82
H0500	Align FMQ-8 dewpoint and ambient air temperature mechanisms	82
H0515	Complete IP-1456 performance tests	82
H0523	Isolate malfunctions in FMQ-8 systems	81
F0366	Perform radiation pattern ground checks	80
U1227	Operate AN/FRN-45 input/output terminals	80
H0542	Perform operational checks of FMQ-8 temperature-dew point measuring sets	80
F0370	Record radiation pattern ground check readings	80
F0365	Perform preventive maintenance inspections (PMIs) on bail-out systems	77
F0465	Test bail-out alarm systems	77
F0245	Evaluate equipment parameters, such as meter readings	76

TABLE A2

MOBILITY
(STG0069)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
W1269	Perform pallet buildups	100
W1247	Load and unload equipment on aircraft, mobilizers, pallets, or vehicles	100
W1255	Set up or tear down tents	100
W1246	Install or remove camouflage netting	100
W1253	Set up or tear down site lighting fixtures	100
S1166	Adjust AN/TRN-26 antenna positioning	100
S1184	Measure AN/TRN-26 unit 5/9 monitor signals	100
S1188	Remove or replace AN/TRN-26 system units or subassemblies	100
F0330	Pack or unpack tactical equipment	97
W1250	Perform turn on-off procedures for generators and check for normal indications	97
S1185	Operate AN/TRN-26 remote indicators	97
S1174	Align AN/TRN-26 receiver sections	97
W1254	Set up or tear down tent heaters	94
S1175	Align AN/TRN-26 transmitters	94
F0265	Inspect equipment for corrosion	94
Q1058	Align AN/GRA-111 or AN/TRN-26 monitor oscillators	94
S1178	Isolate malfunctions in AN/TRN-26 system units or subassemblies	91
S1176	Inspect AN/TRN-26 antenna assemblies	91
Q1072	Isolate malfunctions in AN/GRA-111 or AN/TRN-26 system units or major subassemblies	89
E0148	Inventory equipment, supplies, or tools	89
Q1069	Inspect AN/GRA-111 or AN/TRN-26 monitor readouts	86
F0332	Perform channel or frequency changes	86
Q1068	Change RF monitor channels in AN/GRA-111 or AN/TRN-26 systems	86
F0363	Perform operator maintenance on vehicles	80
K0717	Set up or tear down mobile TACAN systems	77
Q1059	Align AN/GRA-111 or AN/TRN-26 monitor peak power	77
C0060	Conduct pre or post deployment inspections	77
K0663	Erect or tear down cantonment areas	66

TABLE A3
ENGINEERING AND INSTALLATION
(STG0097)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
E0148	Inventory equipment, supplies, or tools	100
F0320	Measure AC voltages	100
F0324	Measure DC voltages	100
K0704	Perform installation inspections	100
K0666	Inspect equipment during preinstallation phase	100
K0706	Perform predeployment processing	100
K0707	Perform predeployment vehicle inspections	100
K0705	Perform postdeployment procedures	100
F0317	Lace or tie-wrap wiring assemblies	88
K0685	Install or remove lighting protection	88
K0665	Inspect equipment during post installation phase	88
K0670	Install or remove electrical grounding systems	88
F0334	Perform corrosion control procedures	88
K0661	Conduct postinstallation tests	88
F0318	Maintain tool kits	88
F0265	Inspect equipment for corrosion	88
F0248	Fabricate conduits	88
K0664	Inspect completion of allied support construction	88
K0708	Perform preinstallation surveys	88
K0702	Pack or unpack scheme materials	88
K0709	Perform preshakedown tests	88
K0710	Perform shakedown tests	88
K0713	Review scheme materials	88
K0714	Review scheme packages prior to installation	88
K0711	Prepare installation annotated drawings	88
F0287	Interpret plans, diagrams, or schematics	75
F0249	Fabricate electrical cables	75
F0392	Remove or replace electrical wires	75
K0676	Install or remove FMQ-13 wind measuring sets	75
F0282	Install dummy loads	75
F0285	Install mounting brackets or fixtures	63
K0662	Coordinate installation requirements with appropriate activities	63

TABLE A4

SOLAR ENVIRONMENTAL SUPPORT SYSTEM (SESS) (STG0065)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
E0163	Maintain TO files	100
E0145	Identify parts using illustrated parts breakdowns (IPBs)	100
F0265	Inspect equipment for corrosion	100
E0158	Maintain preventive maintenance inspection (PMI) listings	83
E0148	Inventory equipment, supplies or tools	83
E0160	Maintain publication files, other than technical order (TO) files	83
J0624	Perform operational checks of FMQ-7	83
E0162	Maintain test measurement diagnostic equipment (TMDE) calibration schedules	83
J0627	Perform operational checks of FMQ-7 TV cameras	83
J0629	Perform operational checks of FMQ-7 TV manual switchers	83
J0630	Perform operational checks of FMQ-7 TV monitors	83
F0334	Perform corrosion control procedures	83
F0224	Analyze system circuit operations	83
J0603	Align FMQ-7 television (TV) system	83
J0628	Perform operational checks of FMQ-7 TV computer controlled switchers	83
C0088	Inspect equipment and facilities	67
J0644	Performance check FMQ-7 TV system synchronization	67
J0639	Performance check FMQ-7 beam selectors or lens interchange	67
J0645	Performance check FMQ-7 video brightness analyzers or videometers	67
J0616	Isolate malfunctions in FMQ-7 system units or major subassemblies	67
E0153	Maintain core automated maintenance system (CAMS) workcenter listings	67
F0335	Perform depot-level modifications or maintenance	67
J0643	Performance check FMQ-7 telescope resolution	67
J0641	Performance check FMQ-7 camera control assemblies	67
J0638	Performance check FMQ-7 bar-dot generators and insert keyers	67
E0166	Prepare equipment shipping documents	67
E0161	Maintain supply logs	67
J0657	Service FRR-95 versatec plotters	50
J0631	Perform operational checks of FRR-95 radiometers	50

TABLE A5
QUALITY CONTROL
(STG0082)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
C0088	Inspect equipment or facilities	100
C0097	Write inspection reports	96
C0064	Conduct workcenter quality control inspections	96
A0019	Participate in meetings, such as staff meetings, briefings, conferences or workshops	96
C0056	Conduct acceptance inspections	96
B0043	Implement quality control inspections	91
C0078	Evaluate personnel for compliance with performance or work standards	91
C0063	Conduct technical inspections	91
C0059	Conduct personnel proficiency evaluations	91
A0005	Develop inspection schedules	91
C0055	Certify status of condemned, reparable, or serviceable parts	87
C0077	Evaluate performance of meteorological and navigation systems	87
C0058	Conduct in-progress inspection	83
C0062	Conduct staff assistance visits	78
F0265	Inspect equipment for corrosion	74
C0099	Write special reports, staff studies, or surveys, other than material deficiency reports	74
C0072	Evaluate inspection reports or procedures	70
F0264	Inspect equipment components	70
F0262	Inspect electrical grounding systems	70
A0008	Develop self-inspection checklists	70
F0263	Inspect electrical wiring	70
C0075	Evaluate material deficiency reports	70
C0098	Write replies to inspection reports	65
C0084	Evaluate use of equipment, supplies, or workspace	61
E0175	Prepare TO distribution records	57
B0032	Coordinate inspection and maintenance of equipment with appropriate agencies	57
B0045	Implement self-inspection programs	57

TABLE A6

WORKCENTER SUPERVISOR
(STG0086)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A0019	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	100
B0037	Direct maintenance of equipment or facilities	100
B0034	Counsel personnel on personal or military-related matters	100
A0026	Schedule personnel for temporary duty (TDY) assignments, leaves or passes	100
C0096	Write EPRs	94
E0180	Review supply transaction listings or rosters, such as D-04, D-18, or M-30	94
E0149	Maintain administrative files	94
B0036	Direct maintenance of administrative files	94
B0032	Coordinate inspection and maintenance of equipment with appropriate activities	94
C0092	Review correspondence	89
B0032	Supervise Meteorological and Navigational Systems Journeymen (AFSC 2E152)	89
E0179	Review due-in-from maintenance (DIFM) document listings	89
E0153	Maintain core automated maintenance systems (CAMS) workcenter listings	89
C0077	Evaluate performance of meteorological and navigation systems	89
A0018	Establish work priorities or schedules	89
D0130	Plan or schedule OJT	89
D0102	Assign on-the-job training (OJT) trainers	89
B0028	Brief personnel on new directives	89
D0129	Maintaining training records, charts, graphs, or files	83
C0093	Review equipment records forms	83
C0098	Write replies to inspection reports	83
A0012	Establish performance standards for subordinates	83
B0039	Direct maintenance of work areas	83
D0123	Evaluate progress of trainees	78
B0051	Supervise Meteorological and Navigation Systems Apprentices (AFSC 2E132)	78
C0078	Evaluate personnel for compliance with performance or work standards	78
C0094	Review maintenance data files	78
B0029	Conduct supervisory orientation of newly assigned personnel status boards	78
E0159	Maintain property custodian authorization/custody receipt listings (CA/CRL)	72
D0109	Counsel trainees on training progress	72

TABLE A7

WORKCENTER MANAGER
(STG104)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A0019	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	100
C0079	Evaluate personnel for promotion, demotion, reclassification, or special awards	100
B0034	Counsel personnel on personal or military-related matters	91
C0071	Evaluate fund expenditures	91
B0054	Supervise military personnel with AFSCs other than AFSC 2E1X2	82
C0092	Review correspondence	82
B0040	Draft budget requirements	82
C0070	Evaluate financial requirements	82
C0078	Evaluate personnel for compliance with performance or work standards	82
C0096	Write EPRs	82
B0047	Interpret directives, policies, or procedures for subordinates	82
A0003	Determine requirements for equipment, personnel, space, or supplies	82
A0012	Establish performance standards for subordinates	82
A0018	Establish work priorities or schedules	73
B0029	Conduct supervisory orientation of newly assigned personnel	73
B0028	Brief personnel on new directives	73
D0109	Counsel trainees on training progress	73
A0027	Write job or position descriptions	73
A0026	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	64
C0084	Evaluate use of equipment, supplies, or workspace	64
C0073	Evaluate job or position description	64
A0021	Plan briefings	55
C0098	Write replies to inspection reports	55
E0180	Review supply transaction listings or rosters, such as D-04, D-18, or M-30	55
C0072	Evaluate inspection reports or procedures	55
C0090	Write special reports, staff studies, or surveys, other than material deficiency reports	45
A0020	Plan agenda for conferences, staff meetings, symposiums, or workshops	45
C0087	Indorse enlisted performance reports (EPRs)	45

TABLE A8

FUNCTIONAL MANAGER
(STG0076)

<u>REPRESENTATIVE TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A0019	Participate in meetings, such as staff meetings, briefings, conferences or workshops	100
A0020	Plan agenda for conferences, staff meetings, symposiums, or workshops	100
A0021	Plan briefings	100
C0098	Write replies to inspection reports	80
C0092	Review correspondence	80
B0040	Draft budget requirements	60
E0181	Review team trip reports	60
C0097	Write inspection reports	40
C0099	Write special reports, staff studies, or surveys, other than material deficiency reports	40
B0028	Brief personnel on new directives	40
E0149	Maintain administrative files	40
A0009	Draft directives	40
D0139	Select personnel for specialized training	40
C0072	Evaluate inspection reports or procedures	40
E0183	Write team trip reports	40
A0003	Determine requirements for equipment, personnel, space, or supplies	40
C0094	Review maintenance data files	20
B0042	Implement cost-reduction programs	20
A0006	Develop new equipment test plans	20
B0047	Interpret directives, policies, or procedures for subordinates	20
C0076	Evaluate mission impact resulting from inoperative meteorological and navigation systems equipment	20
C0081	Evaluate proposed changes to technical publications	20
E0182	Write periodic maintenance summaries	20
A0004	Develop functional or organizational charts	20
B0035	Direct development or maintenance of charts, graphs, or status boards	20
C0067	Evaluate changes to meteorological and navigation systems	20
C0056	Conduct acceptance inspections	20